



## DEPARTMENT OF THE NAVY

COMMANDER

NAVAL METEOROLOGY AND OCEANOGRAPHY COMMAND

1100 BALCH BOULEVARD

STENNIS SPACE CENTER MS 39529-5005

08 NOV 2002

MEMORANDUM FOR ALL SPECIAL DUTY (OCEANOGRAPHY) OFFICERS (180X)  
AND LIMITED DUTY (METEOROLOGY/OCEANOGRAPHY) OFFICERS (646X)

Subj: COMMAND SCREENING POLICY

Encl: (1) Command Policy Statement  
(2) Command, Command-Equivalent and Major Assignment List

1. Since it's inception in 1984, our Command Screening Policy has evolved to keep up with the rapidly expanding needs of the Oceanography Community. What has not changed is our need to identify our most capable leaders, those officers possessing the strongest leadership skills and vision necessary to boldly lead our community into this next century.

2. To identify these officers, our community holds an administrative Command Screening Board each year, with the goal of identifying those officers who've demonstrated sustained superior performance and leadership in a variety of our most challenging billets. This competitive selection is based on performance, and the specific number screened is governed by requirement. Similar to several of the Navy's Unrestricted and Restricted Line Communities, we have adopted a command-equivalent tour opportunity due to the limited availability of Commander command tours. Enclosure (1) provides specific policy guidance and includes a noteworthy change from the Command Screen policy promulgated in 2001. Specifically, we will now give consideration for command screen to our most recent Commander-select group. This revision to the 2001 policy is being made to increase the number of Commanders available primarily for assignment to our coveted command-equivalency tours. Enclosure (2) lists our command and command-equivalent billets.

3. As always, the path to command requires dedication, sustained superior performance, innovation, and demonstrated leadership. The competition is keen, but the reward is indescribably rewarding. I wish you all the best of luck.

A handwritten signature in black ink, appearing to read "T. Q. Donaldson, V", is written over a horizontal line.

T. Q. DONALDSON, V  
Rear Admiral, U.S. Navy

**COMMAND SCREEN POLICY FOR  
SPECIAL DUTY (OCEANOGRAPHY) (180X) OFFICERS  
AND LIMITED DUTY (METEOROLOGY/OCEANOGRAPHY) OFFICERS (646X)**

Oceanography Command Selection Board. The function of the Oceanography Command Selection Board is to recommend officers for Captain Command, Commander Command, and Commander Command-Equivalent/major operational assignments within the Oceanography Community and for rare opportunities outside of the Community (CO NRL, CO ONR London, CO SPAWAR SSC, etc.). The screening of officers will be by formal administrative action and will be conducted annually.

Board Membership. The President of the Board will be either the Oceanographer of the Navy (N096) or the Commander, Naval Meteorology and Oceanography Command. Four Restricted Line Special Duty (Oceanography) Captains will make up the remainder of the voting members of the board. If minority or female officers are being considered, one female or minority officer will be added to the board, if available and not already represented. The Senior Oceanography Assignments Officer (PERS 449) will act as the board sponsor and technical advisor.

De-screening. To ensure standards of performance are maintained, the records of previously command-screened officers not yet in command or command-equivalent billets shall be reviewed by the board. Those officers who refuse a command or command-equivalent opportunity or whose records indicate declining performance, shall be de-screened.

Commander Command and Command Equivalent Screening Process. Screening for command and command-equivalent billets occurs over a three-year cycle that begins when the officer selects for Commander. Quota requirements are calculated by dividing the number of command and command-equivalent tours by the average command tour length. Quotas are distributed across the three promotion year groups (PYG) with the largest number of selects being taken from the second-look group. Approximately 30% of the PYG will be selected during the first board and 50% of the remaining unscreened officers will be selected on the second board. The result will be an aggregate selection of approximately 70% of the original PYG. The exact percentage of screening will be governed by the size of the PYG, the strength and quality of the PYG, and the command quota requirements.

Enclosure (1)

Currently, there are 19 Commander commands and command-equivalents yielding 10 required quotas per PYG. The board precept specifies quota and PYG goals, and quotas will be distributed across the two screening boards to align closely with the 30%/50% command screening objective. There will be slight latitude for the board members to shift one quota between the first and second year groups based upon the "best fully qualified" criteria.

Officers failing to screen over two consecutive boards will have one final screen on the third consecutive year and then be removed from further consideration. The third screening will be considered a "bonus-look" and the board members will be allowed to screen a maximum of one officer out of that remaining group. The board members will not be obligated to screen any member of that group if they deem that none are best fully qualified for command.

Captain Command Screening Process. Newly selected Captains will be initially screened for command during the Command Screening board immediately following the release of selection board results. Captains will have three consecutive opportunities to screen for O-6 command, after which they will be removed from further consideration. Quotas are calculated based upon total number of O-6 commands divided by tour length. Currently there are 9 O-6 commands yielding a maximum of 5 quotas per year. All eligible Captains will compete together for those 5 quotas. Board members, however, will not be obligated to screen any officer they deem not best fully qualified for Captain command.

Tour Length. Command and Command Equivalency tour lengths are usually 24 months.

Notification. The Commander, Navy Personnel Command will notify officers screened for command by letter. Officers de-screened will be notified by letter from PERS 449 via COMNAVMETOCCOM.

Opportunity for Command. Although we primarily screen to requirements, being command-screened does not guarantee everyone a command opportunity. Command screening is a necessary but not sufficient condition for command. Command and command-equivalent tours are formally offered in writing by the Senior METOC Detailer (as my representative and with my full concurrence) based upon continued superior performance, needs of the Navy, career needs, individual desires, timing, and other unique circumstances. It is indeed a complex process. Officers demonstrating exceptional leadership may even be provided an opportunity for both a command-equivalent and a command tour. Sustained superior performance will maximize your opportunity for command.

**COMMAND AND COMMAND-EQUIVALENT BILLETS****Commander Command:**

Commanding Officer, Naval Atlantic METOC Facility, Jacksonville  
Commanding Officer, Naval Training METOC Facility, Pensacola  
Commanding Officer, Naval Pacific METOC Facility, Whidbey Island  
Commanding Officer, Naval European METOC Facility, Naples  
Commanding Officer, Naval METOC Professional Development Center,  
Gulfport  
Commanding Officer, Naval Central METOC Center, Bahrain  
Commanding Officer, Naval Ice Center  
Commanding Officer, Naval Unit, Keesler AFB

**Commander Command-Equivalent Tours:**

Executive Officer, Naval European METOC Center, Rota  
Executive Officer, Naval Atlantic METOC Center, Norfolk  
Executive Officer, Naval Pacific METOC Center, San Diego  
Executive Officer, Naval Pacific METOC Center, Pearl Harbor  
Executive Officer, Naval Pacific METOC Center, Yokosuka  
Deputy Superintendent, U.S. Naval Observatory  
Fleet Oceanographer, COMSECONDFLT  
Fleet Oceanographer, COMTHIRDFLT  
Fleet Oceanographer, COMFIFTHFLT  
Fleet Oceanographer, COMSIXTHFLT  
Fleet Oceanographer, COMSEVENTHFLT

**Captain Commands:**

Commanding Officer, Naval European METOC Center, Rota  
Commanding Officer, Naval Atlantic METOC Center, Norfolk  
Commanding Officer, Naval Pacific METOC Center, San Diego  
Commanding Officer, Naval Pacific METOC Center, Pearl Harbor  
Commanding Officer, Naval Pacific METOC Center, Yokosuka  
Commanding Officer, Fleet Numerical METOC Center, Monterey  
Commanding Officer, Naval Oceanographic Office  
Superintendent, U.S. Naval Observatory  
PMW-155, Commander Space and Naval Warfare Systems Command

Enclosure (2)